



## HUMAN RESOURCES POLICY

Alenka Enerji, we commit to comply with the requirements of the national Labour Law and respective regulations, fundamental principles of the International Labour Organisation (ILO) conventions ratified by Turkey on labour and working conditions. In this regard, as per our human resources policy, which we follow in the effective and fair management of the workforce, which is our most valuable resource in all our activities, covering the development, construction and operation periods of our facilities we commit to;

- To ensure that the terms and conditions of employment meet the regulatory requirements, are documented and clearly communicated to all Project employees at the commencement of employment;
- To seek Occupational Health and Safety excellence and target 'Zero Accidents' by providing our employees with a healthy and safe working environment in line with applicable good industry practices;
- To establish and maintain all Project-related employment relationships based on the principle of non-discrimination and equal opportunity with employment decisions taken fairly and objectively and not on the basis of personal characteristics that are unrelated to the inherent requirements of the job;
- To prevent child labour and employ only people fulfilling the national minimum age requirements;
- To prevent any form of forced labour and ensure that all our employees enter into and leave employment voluntarily and freely in line with the applicable provisions of the national Labour Law and respective regulations;
- To establish and maintain mechanisms to identify, assess, monitor and where necessary eliminate the risk of child labour and forced labour being used in the operations of Project's primary suppliers;
- To ensure that HR management systems respect the cultural and gender sensitivities and the rights of workers to privacy and data protection;
- To establish and maintain an internal grievance mechanism that is available to and known by all employees including Project's contracted workers and allows them to raise Project-related concerns, recommendations and grievances without fear of intimidation, discrimination or retaliation;
- To ensure that appropriate procedures are put in place to ensure that this HR Policy and the internal grievance mechanism are effectively implemented by Borusan EnBW Enerji and its contractors.

The Corporate HR Manager has the overall responsibility for the implementation of this HR Policy and the internal grievance mechanism.

**Mehmet ACARLA**  
General Manager